

## Co-Sponsors

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### For More information

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Peckham is located at 3510 Capital City Blvd.,  
Lansing, MI 48906. Near the Lansing Airport.  
Turn into the Lansing Airport entrance from  
Grand River Ave., Peckham is on the right.

Turn right into the first driveway, then turn  
right into the guest parking lot. Enter at the  
West Entrance. More parking can be found  
at the north end of the building.

## Co-Sponsors

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**Michigan Rehabilitation Association Job Placement and Development Division-JPD**, a division of NRA offers placement personnel working within the rehabilitation industry resources to strive toward achieving the highest standards of excellence in practice and services to the disability community.  
[www.nationalrehab.org](http://www.nationalrehab.org)

**MIARP** serves a diverse membership of vocational case managers and registered nurses practicing in the fields of Workers' Compensation, auto no fault, and Americans with Disabilities Act consulting. MIARP supports professional growth, fosters rehabilitation research, and strives to shape public policy.  
[www.miarp.org](http://www.miarp.org)

**Michigan Rehabilitation Counselors and Educators Association** is a division of NRA that strives to accommodate the professional interests and needs of all rehabilitation counselors, regardless of their work setting or job title. MRCEA, also Strengthens the image of the rehabilitation counselor, communicates with membership, and gets involved with professional activities. [www.nationalrehab.org](http://www.nationalrehab.org)

**Peckham, Inc.**, a nonprofit vocational rehabilitation program, works to maximize the potential of persons with disabilities and other barriers to employment. Whether providing vocational programs or globally competitive products, Peckham delivers on potential.  
[www.peckham.org](http://www.peckham.org)

Michigan Job Placement and Development Association

## Ethical Considerations in Job Placement & Development



### MRA/JPD Spring Training Conference

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May 13, 2011  
8:30 a.m. - 4:00 p.m.

Peckham, Inc.  
3510 Capital City Blvd  
Lansing, MI 48910

## Your Speaker

**Janet Fiore,**  
**CEO of the Sierra**  
**Group, Inc.**



Fiore is recognized as an authority on disability practices for business.

Sierra Group, Inc, is a national consultancy with a mission of reversing the unemployment rate for people with disabilities in America.

Working in all areas surrounding bring to work, stay and work and return to work, Fiore's firm also sponsors a web portal that provides employment information to more than 72,000 human resource and rehabilitation professionals each month.

**Participants will learn how;**  
**online recruiting trends,**  
**disclosure for accommodation purposes,**  
**placement longevity,**  
**bottom line business dollars, and**  
**ethical considerations;**

**can accidentally collide if the job placement professional isn't current with today's ever-changing talent acquisition and retention landscape.**

**EXPO** Join us at the event EXPO, including up to 10 vendors who will provide information on services, technology and products to help you navigate the process of working with people with disabilities. If you are a vendor interested in this opportunity contact Claire Gabbara at gabbarah@michigan.gov, or by calling 313.496.8781

## Agenda

- **Ethical Considerations in Vocational Rehabilitation**

Benefits, Obstacles, Requirements

*Break / Vendor Expo*

- **Serving the Dual Customer** Ethical Considerations & Conflicts

The DUAL Role: Which Role is Secondary?  
How do I communicate this?

- **Case Studies for Group**

- **Exercise - What is My Role?**

Small Group discussion

*Lunch with Expo Vendors*

- **Customer Service Can Drive Up Placements and Retention**

Tips and Tricks from the world of professional recruiting. What do businesses who use outside recruiters expect and how to deliver that and more!

- **Wrap Up**

– Review of Ethical Considerations & Conflicts, 'aha' moments regarding ethics and the Dual Customer

– Review best practices and discuss your own development of future action plans

## Registration

**Pre-registration required - Seating Is Limited**

### Continuing Education Credits

We are currently seeking 6.5 hours of CEU Credits for the following accreditations: CRC, CDMS, & CCM. Details will be available at Conference Site.

### Lunch

☐ Regular Lunch ☐ Special Dietary Needs

### Price

	Before 3/31	After 3/31
<input type="checkbox"/> JPD, MRCEA, MiARP, Peckham	\$125	\$150
<input type="checkbox"/> Non-Members	\$145	\$170
<input type="checkbox"/> Students	\$ 75	\$ 75

### Membership

Join JPD Chapter prior to 3/31/11 for \$30 & register as a member to get the discount

Name \_\_\_\_\_

Mailing Address \_\_\_\_\_

Phone \_\_\_\_\_

E-Mail \_\_\_\_\_

### Payment

☐ Check Payable to JPD ☐ Paypal System ☐ Cash

### Accommodation Requests

Please describe:

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\_\_\_\_\_

**Register online by visiting the [MRA Web Site](http://www.michiganrehabilitationassociation.org)**

[www.michiganrehabilitationassociation.org](http://www.michiganrehabilitationassociation.org)

**Or mail your registration and payment to**

JPD, 586 Old Orchard Road  
Holland, MI 49423